Alberta Government

Alberta Apprenticeship and Industry Training Board

2017-2020 Action Plan

Alberta

Alberta Apprenticeship and Industry Training Board

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Message from the Chair

On behalf of the Alberta Apprenticeship and Industry Training Board (board), I am pleased to present the board's 2017-2020 Action Plan.

The Alberta economy continues to face challenges caused in large part by a slowdown in the natural resources sector. There are, however, signs that an economic recovery is on the horizon. The board strongly believes that attracting and developing a high quality, skilled trades professional workforce is a critical strategy for ensuring Alberta's economic recovery and long term diversification.

Alberta's apprenticeship and industry training system is industry-driven, and ensures a highly skilled, internationally competitive workforce is in place in over 50 designated trades and occupations. Our system is a collaborative relationship between industry (employers and employees), post-secondary institutions that deliver apprenticeship technical training, Government of Alberta and other stakeholders and partners, both within Alberta and across Canada.

Over the next few years, the board will continue to work with our industry partners to establish and maintain high quality training and certification standards in the designated trades and occupations that keeps pace with technology and best workplace practices. We will represent Alberta's best interests on the federal and interprovincial stage to ensure that apprentices and journeypersons can move and work – both in Alberta and across this great country of ours – without encountering barriers to their trades training or certification.

Last, but not least, an apprenticeship is an investment in Alberta's future. An employer who hires and trains apprentices is investing in their business' future workforce, while at the same time, reducing current labour costs. The board will work with, and support, organizations that promote trades careers and offer programs that lead youth and other under-represented groups to Alberta's apprenticeship and industry training system.

The board is committed to achieving the goals and strategies outlined in its action plan. We will strive to ensure that our apprenticeship and industry training system continues to be renowned for its excellence and responsiveness to the needs of Alberta industry and society.

Sincerely,

ORIGINAL SIGNED BY

j'Amey Holroyd
Chair

The Alberta Apprenticeship and Industry Training System and The Alberta Apprenticeship and Industry Training Board

Alberta's apprenticeship and industry training system is an industry-driven system that ensures a highly skilled, professional, internationally competitive workforce in more than 50 designated trades and occupations. Industry (employers and employees) sets training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board (board). The Government of Alberta provides the legislative framework and administrative support for the system. The post-secondary institutions deliver the technical training component of apprenticeship programs and offer formal training in some designated occupations.

The board consists of a chair and 12 public members, appointed by the Lieutenant Governor in Council, who are knowledgeable about training in trades and occupations and the needs of the Alberta labour market for skilled and trained people. In addition to the board chair, eight of the members represent employers and employees in designated trades and four represent employers and employees in other industries. To ensure a balanced approach, employers and employees are represented in equal numbers.

The board's mission is to establish and maintain high quality training and certification standards in the apprenticeship and industry training system, and to promote training and employment in designated trades and occupations that meets the demands of Alberta industry and society. The board fully supports safe learning and working environments and emphasizes the importance of safety awareness and education throughout apprenticeship training, both on-the-job and at technical training.

The board works collaboratively with the apprenticeship and industry training system clients and stakeholders (industry, government, junior and senior high schools, and technical training providers) to ensure that Alberta has the trades and occupations workforce it needs for economic competitiveness and prosperity while also ensuring positive health, safety and environmental practices in the workplace.

Mandate

The board is accountable to the Minister of Advanced Education on matters under the *Apprenticeship and Industry Training Act*. The board's primary responsibility is to establish the standards and requirements for the training and certification of persons in designated trades and occupations. It also provides advice and recommendations to the Minister about the needs of the Alberta labour market for skilled and trained persons. The board's full mandate is stated in its *Mandate and Roles* document.

Operating Principles

Accessible	Individuals wishing to pursue a career in the designated trades and occupations have access to apprenticeship and industry training.
Funded by All	Apprentices, trainees, employers, and government contribute to the financial cost of training.
Industry-driven	Industry is responsible for setting the standards for training and certification, and for providing on-the-job training and work experience for apprentices and trainees.
Collaborative	All stakeholders, the board, industry (employers and employees), the Government of Alberta, junior and senior high schools, and post-secondary institutions work collaboratively to help individuals train and acquire the skills needed to work successfully in the designated trades and occupations.
Integrated	An apprenticeship is a valuable post-secondary education and is a part of lifelong learning. Apprenticeship is a valued post-secondary program that models work integrated learning and ladders lifelong learning.

Goals, Priority Initiatives and Performance Measures

Core Business 1 — **Establish and maintain high quality training and certification standards in the apprenticeship and industry training system**

Goal 1 — **Alberta has a highly skilled, professional workforce in the designated trades and occupations that meets the current and the future needs of industry.**

What it Means

The following outcomes describe what attainment of goal one will achieve:

- High quality apprenticeship and industry training and certification standards are established, developed and implemented that meet the current and future needs of Alberta industry.
- The industry committee network has the capacity, tools and mandate to provide quality advice to the board.
- The apprenticeship and industry training system continuously reviews and enhances its systems and processes to ensure that a highly skilled trades professional workforce is developed.

Key Initiatives

1.1 Ensure high quality training and certification standards that keeps pace with technological changes, green initiatives and best practices in industry are continued to be developed and implemented.

1.2 Ensure a strong and vibrant industry network that contributes to the success of the apprenticeship and industry training system.

1.3 Ensure innovative, effective and flexible alternate forms of delivery[1] are explored to increase access to technical training.

1.4 Collaborate with industry to explore issues regarding the viability of designated trades and occupations.

1.5 Work with stakeholders and partners to explore and implement initiatives with respect to the recognition of programs and alternate assessment processes.

	Performance Measures	Previous Years' Results			Current Results	Target (2017-18)
1.a	Satisfaction of recent apprentice graduates with the overall quality of on-the job training[2]	92% (2007-08)	91% (2009-10)	95% (2011-12)	93% (2014-15)	90+% (2017-18))
1.b	Satisfaction of recent apprentice graduates with overall quality of technical training[2]	94% (2007-08)	93% (2009-10)	96% (2011-12)	94% (2014-15)	90+% (2017-18)
1.c	Percentage of apprentice graduates employed[2]	n/a (2007-08)	93% (2009-10)	94% (2011-12)	86% (2014-15)	90+% (2017-18)

1 A detailed description of alternate delivery methods can be found in the Technical Training Centre on tradesecrets.alberta.ca.

2 The Survey of Graduates of Apprenticeship and Industry Training is conducted typically every second year; however, the 2013-2014 apprentice graduate survey was deferred in order to do a full review of the survey. The Survey of 2014-2015 Gradues of Apprenticeship and Industry Training was conducted in 2015-2016 and reported in 2016.

Goal 2 — Alberta's apprenticeship and industry training system is aligned with and responsive to labour market demand.

What it Means

The following outcomes describe what attainment of goal two will achieve:

- The apprenticeship and industry training system responds to the needs of apprentices and employers and to the labour market demand.

Key Initiatives

2.1 Collaborate with government and industry stakeholders to develop strategies that respond to labour market supply and demand for resilient and diverse skilled trades professionals.

2.2 Encourage and motivate employers to hire, register and train apprentices to the completion of their program.

2.3 Support government's priority to ensure industry compliance to the *Apprenticeship and Industry Training Act*.

2.4 Support Alberta training partners that offer apprenticeship preparatory programs and initiatives as pathways into apprenticeship for under-represented Albertans.

2.5 Influence Pan-Canadian apprenticeship strategies through research, discussion and collaboration within the apprenticeship community across the country.

2.6 Collaborate with industry and government stakeholders to develop an understanding of specific labour market needs and implement timely changes.

Performance Measures		Previous Years' Results			Current Results	Target (2017)
2.a	Number of employer sites hiring and training apprentices	14,815 (2013)	15,577 (2014)	15,373 (2015)	14,851 (2016)	15,000

Performance Indicators[1]		Previous Years' Results			Current Results
2.b	Number of new apprentices registered	22,129 (2013)	23,900 (2014)	17,227 (2015)	13,094 (2016)
2.c	Number of apprentices registered	65,880 (2013)	70,733 (2014)	67,955 (2015)	58,337 (2016)
2.d	Number of apprentices completing their program	7,354 (2013)	8,163 (2014)	8,738 (2015)	9,206 (2016)
2.e	Number of individuals issued Occupation Certificates	165 (2013)	424 (2014)	406 (2015)	337 (2016)
2.f	Number of individuals issued Qualification Certificates	1,403 (2013)	1,982 (2014)	1,537 (2015)	1,021 (2016)

1 Performance indicators describe industry trends that affect and inform the work of the Alberta Apprenticeship and Industry Training Board, however they are not directly attributable to the board's activities, therefore, performance targets have not been set.

Core Business 2 *Promote training in designated trades and occupations*

Goal 3 Albertans are aware of and knowledgeable about the apprenticeship and industry training system.

What it Means

The following outcomes describe what attainment of goal three will achieve:

- Albertans are aware of the opportunities for a career in the designated trades and occupations.
- Under-represented Albertans participate in apprenticeship and industry training.
- Apprentice excellence is encouraged through scholarships and awards.

Key Initiatives

3.1 Promote the availability and advantages of careers in the designated trades and occupations to Albertans.

3.2 Identify and promote pathways into apprenticeship including dual credit pathways in the Career and Technology Studies and Registered Apprenticeship Program.

3.3 Promote the Industry Committee Network as a valuable mechanism for engagement in the current and future success of the apprenticeship and industry training system.

3.4 Support stakeholder partners who promote designated apprenticeship and industry training programs.

3.5 Promote apprenticeship and industry training scholarships and awards to encourage apprenticeship progression, completion and excellence.

3.6 Promote life-long learning apprenticeship and industry training pathways (e.g., NAIT's Trades to Degrees Program, Interprovincial Red Seal Program and Achievement in Business Competencies (Blue Seal) Program).

Performance Measures		Previous Years' Results			Current Results	Target (2016)
3.a	Number of scholarships available	879 (2013)	879 (2014)	879 (2015)	879 (2016)	879
3.b	Percentage of completing apprentices in red seal trades writing red seal exams in the same year	96% (2013)	95% (2014)	95% (2015)	95% (2016)	90+%
3.c	Percentage of completing apprentices in red seal trades passing red seal examinations in the same year	79% (2013)	78% (2014)	79% (2015)	79% (2016)	80+%